

## STAY SAFE BULLETIN

### Violence And Harassment in the Workplace Part II



**Harassment Policies** – A clear policy towards harassment helps to create a supportive work environment where violence and harassment are not tolerated. The purpose of a harassment policy is to ensure that everyone understands that acts of violence or harassment are considered a serious offence with clear consequences, and to assist and advise those subjected to violence or harassment.

**Identifying and Assessing the Hazard** – Your HSM contains hazard and risk assessment tools that you can use to determine the nature and extent of any potential problem. You should determine whether you have an unusual or likely risk of harassment or violence. Your HSM provides you with tools for reporting, trending and investigating incidents to help you determine who is at risk and when.

**Controlling the Hazard** – The likelihood of harassment and violence is reduced when:

- Workers understand the employer's commitment to preventing workplace violence and harassment, and
- Prompt and appropriate response occurs in response to a reported incident of violence or harassment.

Worker and management harassment and violence communication should be included during the orientation, and through on-going education.

**Harassment and Violence Procedures** – Your HSM contains Safe Work Procedures (SWPs) that outline how your policies actually work. Key elements include:

- Right to assistance and alternatives available (legal recourse)
- Formal reporting and investigation
- Intervention, follow-up and assistance
- Confidentiality and no recrimination against the complainant

**Conclusion** – Your HSM contains all of the tools required to support your Prevention of Harassment and Violence Program. If your organization has a likely or unusual risk of harassment or, if you feel that your HSM might be deficient in any of the elements required for your program, then please contact IMS Global for assistance with your individual needs.

#### JUST FOR LAUGHS!!!!

An old southern country preacher from west Texas had a teenage son name David and it was getting time the boy should give some thought into choosing a profession. Like many young men, the boy didn't really know what he wanted to do, and he didn't seem too concerned about it. While the boy was away at school, his father decided to try and experiment. He went into the boy's room and placed on his study table four objects:

- A bible
- A silver dollar
- A bottle of whiskey and
- A playboy magazine

I'll just hide behind the door, the old preacher said to himself, and when he comes home from school this afternoon, I'll see which objects he picks up.

If it's the bible, he's going to be a preacher like me, and what a blessing that would be!

If he picks up the dollar, he's going to be a businessman and that would be OK.

But if he picks up the bottle, he's going to be a no-good drunkard, and, lord what a shame that would be.

And worst of all, if he picks up that magazine he's going to be a skirt-chasing bum.

The old man waited anxiously, and soon heard his son's footsteps as he entered the house and headed for his room. The boy tossed his books on his bed, and as he turned to leave the room he spotted the objects on the table. With curiosity he walked over to inspect.

Finally he picked up the Bible and placed it under his arm. He picked up the silver dollar and dropped it into his pocket. He uncorked bottle of whiskey and took a big drink while he admired this month's Centerfold.

"Lord have mercy" the old preacher disgustedly whispered, he's going to into the oilfield.